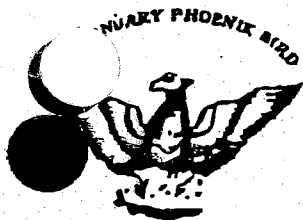
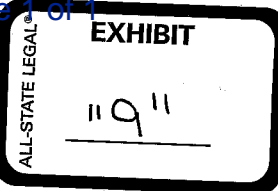


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# City of PHENIX CITY Alabama

601-12th STREET  
PHENIX CITY, ALABAMA 36867



RAY BUSH  
COUNCIL MEMBER AT LARGE

H. H. (Bubba) ROBERTS  
CITY MANAGER

JOHN STOREY  
COUNCIL MEMBER DISTRICT 1

JEFF HARDIN  
MAYOR

GAIL BRANTLEY  
COUNCIL MEMBER DISTRICT 2

ARTHUR SUMBRY  
COUNCIL MEMBER DISTRICT 3

BARBARA GOODWIN  
PERSONNEL DIRECTOR

WALLACE HUNTER  
FIRE CHIEF

TO: Member of the Phenix City Fire Department

FROM: Wallace Hunter, Fire Chief WOH

DATE: September 20, 2005

Recently there was an article in the Ledger-Enquirer Newspaper regarding our department. Several fire fighters made comments in the paper that were likely to impair discipline and harmony in the workplace, impede job performance and jeopardize loyalty in this department.

While the City and this department recognize the right to free speech, that speech must be exercised in accordance with the merit system rules and regulations. This is especially true in a para-military organization such as our fire department. If any fire fighter has a specific grievance, it shall be presented in accordance with the procedure provided by the merit system. I encourage anyone with a grievance to follow the grievance procedure.

It occurred to me that some department members might not be as familiar as they should be with the merit system rules in regard to free speech and grievances. Therefore, I have attached hereto some of the pertinent merit system rules as they relate to free speech and grievances. These rules must be followed. The best way to build and maintain an effective and harmonious work environment is for everyone to know and follow these rules. Failure to follow the rules in the future will be dealt with in accordance with the merit system.

Copy of Merit System Rules and Regulations Section 2.054 Free Speech and Section 15.02 Employee Complaints and Grievances was received by employee on this date. Signed acknowledgement will be placed in employee's personnel file.

Employee Name D. Davis

Date 09/20/2005